

AGN. NO. _____

MOTION BY SUPERVISOR DON KNABE

October 12, 2004

I was recently invited to attend the Economy & Efficiency (E & E) Commission's meeting. At this meeting, Commissioners discussed the high number of department head vacancies and requested information about how the County does succession planning.

It was noted that several departments have very successful succession plans and have done a good job in training future leaders with their respective departments.

Given these comments, I would like to better understand existing programs which develop internal staff and determine if these programs are effective in every County department.

- M O R E -

MOTION

MOLINA	_____
BURKE	_____
YAROSLAVSKY	_____
ANTONOVICH	_____
KNABE	_____

I, THEREFORE, MOVE that the Board of Supervisors:

1. Direct the Economy and Efficiency Commission, in conjunction with the Director of Personnel, to review current programs that exist which develop and mentor managers into leadership positions;
2. Request the E & E Commission to report back on this subject within 90 days with its recommendations.

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RV:gr